



City of Torrance

## Fire Fighter

Job 13067112

### Paramedics are Highly Desirable

Paramedic assignments are based on availability and may be assigned after two years of service through a competitive process.

#### Position Overview

Torrance Fire Department (TFD) invites you to a rewarding and satisfying career in public service as a **FIREFIGHTER**. Join a public safety department that prides itself as an integral part of the Torrance community that is dedicated to protecting and providing for life safety, environmental protection, and property conservation through education, hazard reduction, and emergency response.

TFD is one of the few departments nationally to obtain the prestigious ISO Class 1 rating. The City takes great pride in the quality of its staff, stations, and equipment. The Department staffs 24 hour coverage resources for fighting fires in the City of Torrance of seven engine companies, two truck companies, five paramedic rescue units, and one battalion chief all with trained fire fighters. These resources are distributed geographically throughout the City in six fire stations. The same personnel and apparatus are available to respond to all the other types of emergency incidents the fire department handles. Cross discipline of these resources gives us a rapid response to all types of incidents throughout the city.

#### Annual Base Salary Range

**\$54,406.08 - \$62,981.88**

##### Trainee (8 weeks)

\$55,980.63 Salary with Certifications  
(\$3,918.64) 7% Employee Retirement Deduction (PERS)  
\$52,061.99 Annual Salary

##### Firefighter (after 1 year)

\$69,355.02 Salary with Certifications & Incentive Pay  
(\$6,241.95) 9% Employee Retirement Deduction (PERS)  
\$63,113.07 Annual Salary\*

##### Firefighter (after 2 years)

\$74,633.53 Salary with Certifications & Incentive Pay  
\$3,146.09 Paramedic Assignment (if assigned)  
(\$7,000.16) 9% Employee Retirement Deduction (PERS)  
\$70,779.46 Annual Salary\*

##### Premium Assignment Pay (by competitive process)

As you develop your skills and grow in your career in the Torrance Fire Department, you can earn additional premium pay by assignment. Our Department offers a variety of assignments as follows:

Paramedic	5% - 19%
TeleStaff, Payroll, Activity Schedule Data	5%
Tiller Operator	5%
Hazardous Materials Team	5% - 13%

##### Education/Training Incentives

The Department supports employee development through continuous education and a trained workforce that is current on techniques and skills to meet the needs of the fire science field. As such education incentive pay and training reimbursement programs are available to our Firefighters.

Education Incentive Pay (3% - 12%), Seminar Reimbursement, and Tuition Reimbursement Program

#### Work Schedule\*

The standard work hours require a 48/96 schedule. Due to the priority of constant staffing, Firefighters would expect to work over-time as needed. Within your first two years of service as a Firefighter, you can potentially earn an **\*additional \$11,485 per year (on average)** due to constant staffing needs.

#### How Do I Apply?

Apply online at [www.TorranceCA.Gov](http://www.TorranceCA.Gov)

Interested candidates must submit an **online** City application and supplemental application between **August 14, 2013, 7:30 am to August 16, 2013, 5:30 pm or when 1000 applications have been received, whichever comes first.**

In addition to the 1000 applications received, past and present Torrance Auxiliary Firefighters application submissions will be accepted between August 14, 2013, 7:30 am and August 16, 2013, 5:30 pm.

#### Benefits

For more details on our benefits package, visit our website's benefit link: go to [www.TorranceCA.Gov](http://www.TorranceCA.Gov), click "Job Opportunities," then "Salary Resolutions", Torrance Fire Fighters Association.

- ★ Vacation, Sick, and Holiday Leave; Health, Dental, Vision, Life Insurance
- ★ Retirement benefits through the California Public Employees Retirement System (CalPERS). The City offers the 2.7%@ 57 plan which is funded through both employer and employee contribution. Employee contribution is 9% until 12/31/15; 12.5% thereafter (on a pre-tax basis)



City of Torrance



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# Fire Fighter

## Candidate Profile\*\*

### Minimum Requirements

**Age:** Must be 21 years of age by final filing date of August 16, 2013.

**Smoking:** Must be a non-smoker; smoking on/off duty is prohibited.

**E.M.T.** Candidates must possess a current EMT-1 certification and obtain an Los Angeles County Emergency Medical Technician 1 Certificate prior to the completion of probation (within first year of employment following Academy training).

**Education:** Equivalent to graduation from high school.

**License:** Valid driver's license. Must obtain a Firefighter Restricted Class C license prior to the completion of probation.

**Medical:** Must meet NFPA Standard 1582, "Medical Requirements for Fire Fighters."

In addition to the minimum requirements, the certification/training listed below is **highly desirable**.

- ★ Certificate of Completion of a Fire Fighter 1 Academy
- ★ Possession of a valid Paramedic License (Los Angeles County preferred)
- ★ Experience as a volunteer or auxiliary Fire Fighter
- ★ Certification such as Rescue Systems 1 & 2, CPR, Haz Mat First Responder, and other fire courses offered through the State Fire Marshalls Office.

\*\*After review of the application packets received, candidates whose training and experience best meet our needs as defined by the candidate profile will be invited to participate in the testing process.

### Testing Process

(more details on our Firefighter FAQ page)

After review of the application packets received, candidates whose training and experience best meet our needs will be invited to participate in the testing process which will consist of a written test (60%) and an interview (40%). CPAT or Biddle standardized physical abilities certification is required of all candidates and must be dated within one calendar year of Tuesday, September 10, 2013.

The written test is scheduled for September 10, 2013. Interviews are anticipated to be scheduled for early October 2013.

### Special Notes

Successful candidates must qualify in a department interview(s), background investigation (including polygraph), psychological exam, and medical exam prior to selection.

Applicants with disabilities who require special testing arrangements must notify Human Resources by the final application filing date.

The provisions of this announcement do not constitute an expressed or implied contract and any provisions contained in this announcement may be modified or revoked without notice.

8/14/13-ML

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Human Resources • 3231 Torrance Blvd. • Torrance, CA 90503

Phone: (310) 618-2915 • [www.TorranceCA.Gov](http://www.TorranceCA.Gov)



**CITY OF TORRANCE  
FIREFIGHTER  
SUPPLEMENTAL APPLICATION  
(Job Code 13067112)**

**NAME** \_\_\_\_\_

You **MUST COMPLETE** the standard City application **AND** the supplemental application.

The information provided in your responses will be used to determine who is **best qualified** to proceed to the next stage of the selection process.

- 1a. Have you completed a Fire Academy?  
☐Yes ☐No
- 1b. If no and are currently in a Fire Academy, when will you complete the program?
- 1c. If yes, please provide the name of the Academy.
2. Do you have a Fire Fighter 1 Certification?  
☐Yes ☐No
3. Do you have a current EMT-1 certification?  
☐Yes ☐No
4. Please list the County or State that issued the EMT-1 Certification.
5. Have you completed training as a Paramedic?  
☐Yes ☐In Progress ☐No
6. Do you have a Paramedic License?  
☐Yes ☐No
7. Please list the County or State that issued Paramedic License.
8. Do you have experience as a volunteer or auxiliary Fire Fighter?  
☐Yes ☐No  
If no, skip to question 10
9. List Agency & Dates of volunteer/auxiliary experience (include # of hours or shifts worked).
10. List any additional certifications you have obtained related to the position as a Fire Fighter (such as Rescue Systems, HazMat, CPR, First Aid, etc.)
11. Do you have a valid Firefighter Restricted Class B or C license?  
☐Yes ☐No
12. I certify that the information I have provided is true and accurate to the best of my knowledge. I understand that this information is subject to verification with my former employers, and that misrepresentation may cause me to forfeit all opportunities to be considered for employment with the City of Torrance.  
☐Yes ☐No